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Laborers and Freight, Stock, and Material Movers, Hand manually move materials or perform other unskilled general labor. These workers move freight, stock, and other materials to and from storage and production areas, loading docks, delivery vehicles, ships, and containers. Their specific duties vary by industry and work setting. Specialized workers within this group include baggage and cargo handlers, who work in transportation industries, and truck loaders and unloaders. In factories, they may move raw materials or finished goods between loading docks, storage areas, and work areas as well as sort materials and supplies and prepare them according to their work orders.

Tasks*Stevedores, except Equipment Operators*

- ▶ Carry or move cargo by handtruck to wharf and stacks cargo on pallets to facilitate transfer to and from ship.
- ▶ Stack cargo in transit shed or in hold of ship as directed.
- ▶ Attach and move slings used to lift cargo.
- ▶ Guide load being lifted to prevent swinging.
- ▶ Shore cargo in ship's hold to prevent shifting during voyage.

Freight, Stock, and Material Movers (Hand)

- ▶ Load and unload materials to and from designated storage areas, such as racks and shelves, or vehicles, such as trucks.
- ▶ Stack or pile materials, such as lumber, boards, or pallets.
- ▶ Bundle and band material, such as fodder and tobacco leaves, using banding machines.
- ▶ Sort and store items according to specifications.
- ▶ Assemble product containers and crates, using hand tools and precut lumber.
- ▶ Attach identifying tags or marks information on containers.
- ▶ Adjust or replace equipment parts, such as rollers, belts, plugs and caps, using hand tools.
- ▶ Record number of units handled and moved, using daily production sheet or work tickets.

Detailed descriptions of these occupations may be found in the Occupational Information Network (O*NET) at online.onetcenter.org.

Laborers and Freight, Stock, and Material Movers

Important Skills, Knowledge, and Abilities

- ▶ **Production and Processing** — Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
- ▶ **Engineering and Technology** — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- ▶ **Mechanical** — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
- ▶ **Equipment Selection** — Determining the kind of tools and equipment needed to do a job.
- ▶ **Reading Comprehension** — Understanding written sentences and paragraphs in work-related documents.
- ▶ **Installation** — Installing equipment, machines, wiring, or programs to meet specifications.
- ▶ **Manual Dexterity** — The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.
- ▶ **Information Ordering** — The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
- ▶ **Dynamic Strength** — The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue.
- ▶ **Trunk Strength** — The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing.
- ▶ **Extent Flexibility** — The ability to bend, stretch, twist, or reach with your body, arms, and/or legs.
- ▶ **Static Strength** — The ability to exert maximum muscle force to lift, push, pull, or carry objects.
- ▶ **Oral Comprehension** — The ability to listen to and understand information and ideas presented through spoken words and sentences.

Work Environment

Many Laborers and Freight, Stock, and Material Movers, Hand work outdoors in all types of weather conditions. They do repetitive and physically demanding work. They may lift and carry heavy objects, and stoop, kneel, crouch, or crawl in awkward positions. Workers in this occupation typically work 8-hour shifts, although longer shifts are also common. In many industries that work around the clock, workers work evening or graveyard shifts. Some may work at night to prevent the disruption to customers during normal business hours.

Laborers and Freight, Stock, and Material Movers

California's Job Outlook and Wages

The California outlook and wage below represent the occupation across all industries.

Standard Occupational Classification	Estimated Number of Workers 2004	Estimated Number of Workers 2014	Average Annual Openings	2006 Wage Range (per hour)
Laborers and Freight, Stock, and Material Movers (Hand)				
53-7062	282,900	333,800	14,340	\$8.20 to \$12.80

Wages do not reflect self-employment.

Average annual openings include new jobs plus net replacements.

Source: www.labormarketinfo.edd.ca.gov, Employment Projections by Occupation and OES Employment & Wages by Occupation, Labor Market Information Division, Employment Development Department.

Trends

Employment of Laborers and Freight, Stock, and Material Movers, Hand is expected to grow at a faster than average rate from 2004 to 2014. There will be numerous job openings in this occupation due to its large size and the need to replace workers who transfer to other occupations or who retire or leave the labor force for other reasons. Temporary help agencies employ the largest number of workers in this occupation. This employment trend will increase as more employers contract out these services.

Training/Requirements/Apprenticeships

Laborers and Freight, Stock, and Material Movers, Hand jobs require little work experience or specific training. Workers usually develop skills by learning from more experienced workers or supervisors. Some employers prefer applicants with a high school diploma, but most want workers at least 18 years of age who are able to meet the physical demands of the work. Employers may require applicants to pass a physical exam, undergo drug testing, and/or background checks prior to employment. As a result of the significant physical requirements, limited training, and low pay, these workers are frequently younger than workers in other occupations.

Recommended High School Course Work

High school students interested in this work should take language arts and basic computer and mathematics.

Where Do I Find the Job?

Direct application to employers remains one of the most effective job search methods.

Use the *Search for Employers by Industry* feature on the *Career Center* page at www.labormarketinfo.edd.ca.gov to locate employers in your area. Search using keywords from the following manufacturing industry names to get a list of private firms and their addresses:

- ▶ All Other Durable Goods Merchant Whsle
- ▶ Couriers
- ▶ Employment Placement Agencies
- ▶ Fruit and Vegetable Merchant Whsle
- ▶ General Warehousing and Storage
- ▶ Jewelry Merchant Whsle
- ▶ Other Grocery Product Merchant Whsle
- ▶ Professional Employer Organizations

Laborers and Freight, Stock, and Material Movers

- ▶ General Freight Trucking, Local
- ▶ Refrigerated Warehousing and Storage
- ▶ General Line Grocery Merchant Whsle
- ▶ Temporary Help Services

Search these **yellow page** headings for listings of private firms:

- ▶ Delivery Service
- ▶ Stevedoring Contractors
- ▶ Freight Forwarding
- ▶ Trucking
- ▶ Grocers-Wholesale

Where Can the Job Lead?

It is common for workers to start in this occupation before being promoted to a better paying and more highly skilled job. Some may eventually advance to supervisor.

Other Sources of Information

Council of Supply Chain Management Professionals
www.cscmp.org

National Association of Manufacturers
www.nam.org

Pacific Maritime Association
www.pmanet.org